

Bargaining Update

November 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In November 2014, Mediation Services received settlement information regarding 43 bargaining relationships encompassing 8,446 employees. There were 29 private sector and 14 public sector settlements, covering 3,563 and 4,883 employees respectively.

Grievance Mediation – Are You Interested?

Under the Labour Relations Code, the Director of Mediation Services is responsible for appointing arbitrators to collective agreement disputes (grievance arbitrations) when the parties are unable to agree on one. Arbitrators are also required to file their decisions with the Director and most comply with that requirement. The vast majority of arbitration appointments are done outside of this system and anecdotal evidence suggests that the total number of scheduled arbitrations per year could be upwards of 2000. Yet typically, there are less than 100 arbitration decisions filed with the Director each year.

In Alberta, as in most provinces, the vast majority of grievances settle without a hearing and typically they settle close to the arbitration date. The wait time to get to arbitration is significant. The cost of preparation for arbitration, the cancellation fees and the delay before hearing often result in uncertainty for the parties and significant costs.

Grievance mediation can be an effective method of resolving disputes in a timely and cost effective manner. Many of the mediators on our provincial roster also engage in grievance mediation and can provide early dates and reasonable fees. They bring years of experience in dealing with collective agreement clauses and understand the efficient use of grievance mediation meetings.

If you are interested in grievance mediation please feel free to contact one of our mediators directly. Their contact information can be found here: [Designated Mediation Roster](#).

Alternatively, if you would like to find out more about grievance mediation or our mediators, please contact me directly at: bertha.greenstein@gov.ab.ca.

For further information, contact:
Collective Bargaining Information Services
Mediation Services, Alberta Jobs, Skills, Training and Labour
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Edmonton AB T5K 0G5
Telephone: 780-427-8301
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Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement		
Accommodation and Food Services						
Compass Group - ESS First North Catering, Firebag UNITE HERE Local 47	170	48	2016-06-30	1 st year \$1.00 per hour 2 nd year 3.0% 3 rd year 3.5% 4 th year 3.0%		
Construction						
Golderado Contracting CLAC Local 63	180	22	2015-01-31	2 nd year 1.5%, reopener		
Mystique Mechanical CLAC Local 63	175	24	2016-10-31	1 st year 0.00% 2 nd year 2.75% 3 rd year Wage reopener		
Educational Services						
Fort McMurray Catholic Board of Education CUPE Local 2559	318	48	2016-08-31	1 st -3 rd year 0% 4 th year 2%		
University of Lethbridge Faculty Association	400	36	2016-06-30	2 nd year 1.75%, reopener		
Health Care and Social Assistance						
Chantelle Management - Grande Prairie Care Centre CUPE Local 2158	125	36	2017-06-30	1 st year 2.00% 2 nd year 2.25% 3 rd year 2.50%		
Information and Cultural Industries						
Calgary Public Library CUPE Local 1169	750	45	2017-12-31	1 st year 1.8% 2 nd year 2.4% 3 rd year 3.5% 4 th year 4.0%		
Manufacturing						
Cascades Canada – Norampac Unifor Local 539	120	48	2018-03-06	1 st -3 rd year 2.80% 4 th year 2.95%		
Maple Leaf Foods – Poultry UFCW Local 1118	348	36	2017-08-02	1 st year 2 nd year 3 rd year	Top rate \$.50/hr. \$.45/hr. \$.45/hr.	Other \$.37/hr. \$.33/hr. \$.33/hr.
Saputo Dairy Products – Fluid Unifor Local 445	264	60	2019-04-30	1 st -2 nd year 2.50% 3 rd year 2.75% 4 th year 3.00% 5 th year 2.75%		
Public Administration						
City of Calgary ATU Local 583	2,800	48	2018-01-05	1 st year 1.8% 2 nd year 3.2% 3 rd year 3.5% 4 th year 4.0%		
City of St. Albert CUPE Local 941	115	24	2015-12-31	1 st year 2.7% 2 nd year 2.7%		
Transportation and Warehousing						
Pe Ben Oilfield Services Teamsters Local 362	122	39	2017-09-30	1 st year 0% 2 nd year 2% 3 rd year 2%		
Utilities						
Transalta Generation Partnership IBEW Local 254	500	36	2016-12-31	1 st year 3.50% 2 nd year 3.50% 3 rd year 3.75%		

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
Gate Gourmet Canada	Teamsters Local 987	150	2014-04-17
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Living Waters Catholic Regional Division No. 42	AUPE	100	2012-08-31
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Athabasca University	AUPE	300	2013-06-30
Athabasca University	Faculty Association	498	2013-06-30
Athabasca University	CUPE Local 3911	325	2012-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Grant MacEwan University	MacEwan Staff Association	720	2014-06-30
Grant MacEwan University	Faculty Association	1,000	2014-06-30
Lakeland College	AUPE	300	2013-06-30
Lakeland College	Faculty Association	140	2012-06-30
Lethbridge College	AUPE	294	2014-06-30
Lethbridge College	Faculty Association	350	2013-06-30
Medicine Hat College	AUPE	163	2014-06-30
Medicine Hat College	Faculty Association	350	2013-06-30
Mount Royal University	Support Staff Association	728	2014-06-30
Norquest College	AUPE	307	2012-06-30
Northern Lakes College	AUPE	165	2014-06-30
Northern Lakes College	Faculty Association	110	2014-06-30
Olds College	AUPE	200	2013-06-30
Portage College	AUPE	150	2013-06-30
Portage College	Faculty Association	100	2014-06-30
Red Deer College	AUPE	245	2013-06-30
Red Deer College	Faculty Association	276	2013-06-30
University of Lethbridge	AUPE	500	2014-06-30
Finance & Insurance			
ATB Financial	AUPE	1,600	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Bethany Care Society [6 sites]	AUPE	848	Various dates
Capital Care – GSS	AUPE	350	2014-06-30
Carewest – GSS	AUPE	137	2014-06-30

Major Negotiations Underway - continued

Employer	Union	Employees	Expiry Date
Health Care & Social Assistance			
Chantelle Management – Edith Cavell Care Centre	AUPE	122	2014-08-31
Covenant Health – GSS	AUPE	1,337	2014-03-31
Good Samaritan – Multi Facility	AUPE	1,671	2014-06-30
Innovative Housing Society of Canada	AUPE	270	2014-06-25
Revera – Jasper Place, South Terrace, Miller Crossing	AUPE	420	2014-03-31
Manufacturing			
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
Alberta Innovates – Technology Futures	AUPE	265	2013-03-31
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton – DATS	ATU Local 569	136	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	4,040	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	3,729	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30
Edmonton Public Library	Civic Service Union 52	530	2013-12-28
Strathcona County	AUPE	166	2013-12-31
Retail Trade			
Sobeys West – Gas Bars [Safeway]	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [Safeway]	UFCW Local 401	608	2014-03-22
Sobeys West – Retail [Safeway]	UFCW Local 401	7,500	2014-03-22
Utilities			
EPCOR Utilities	CSU 52	755	2013-12-14
Wholesale Trade			
Kal Tire	Machinists Local 99	130	2014-03-31

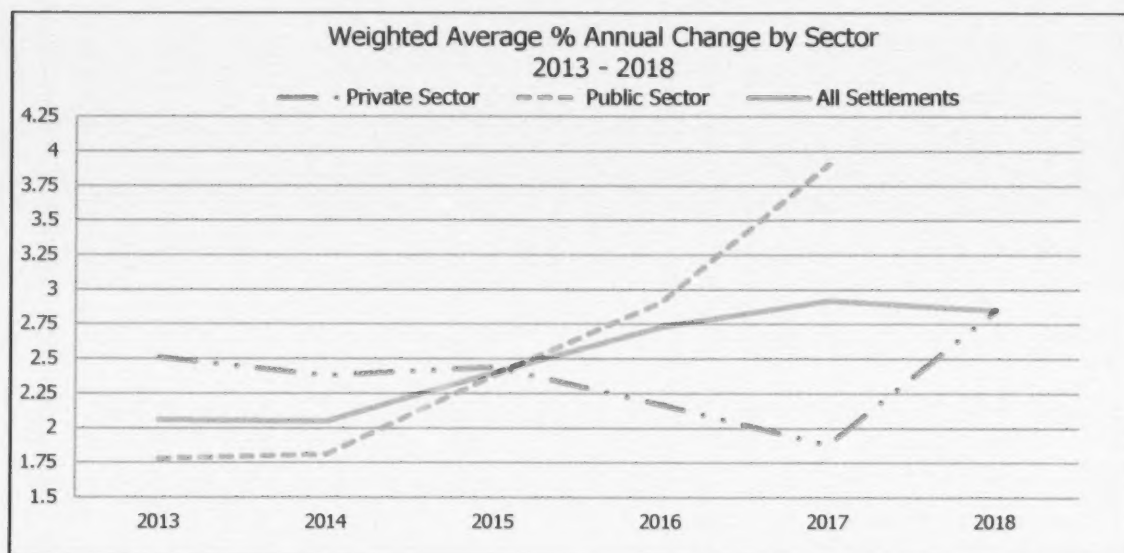
Recent Settlements in Other Jurisdictions

Public Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Government of British Columbia BC Government & Service Employees' Union <i>Canadian Labour Reporter</i> , Nov. 24, 2014.	22,830	60	2019-03-31	1 st year 0.0% 2 nd year 1.0% 3 rd -5 th year 1.5%
Ontario				
University of Guelph CUPE Local 3913 <i>Canadian Labour Reporter</i> , Nov. 24, 2014.	780	36	2016-08-31	1 st year 2.0% 2 nd year 1.5% 3 rd year 1.0%
Regional Municipality of Durham CUPE <i>Canadian Labour Reporter</i> , Nov. 17, 2014.	1,522	48	2018-03-31	1 st year 1.25% 2 nd year 1.25% 3 rd year 1.50% 4 th year 1.95%
Newfoundland				
Memorial University of Newfoundland CUPE Local 1615 <i>Canadian Labour Reporter</i> , Nov. 10, 2014.	900	24	2016-03-31	1 st year 2% 2 nd year 3%
Saskatchewan				
Government of Saskatchewan Saskatchewan Government & General Employees' Union <i>Negotech</i> .	9,410	48	2016-09-30	1 st year 2.00% 2 nd year 1.25% 3 rd year 1.70% 4 th year 1.65%
Saskatoon School Division No. 13 CUPE Local 8443 <i>Canadian Labour Reporter</i> , Nov. 24, 2014.	1,040	36	2016-08-31	1 st year 2.00% 2 nd year 1.50% 3 rd year 1.75%
Quebec				
City of Laval Fédération des Employées et Employés de Services Publics (CSN) Local 203 <i>Canadian Labour Reporter</i> , Dec. 1, 2014.	960	72	2017-12-31	1 st -4 th year 2.5% 5 th -6 th year 2.0%
Private Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Cascade Aerospace Unifor Local 114 <i>BC Industrial Relations Bulletin</i> , 46(4) August-September 2014.	440	48	2018-03-31	1 st year 2.5% 2 nd -3 rd year 2.4% 4 th year 2.3%
Executive Inn Hotels CLAC <i>BC Industrial Relations Bulletin</i> , 46(4) August-September 2014.	400	48	2018-06-15	1 st year 1.5% 2 nd year 1.5% 3 rd year 2.0% 4 th year 2.0%
New Brunswick				
Mechanical Contractors of New Brunswick Plumbers & Pipefitters <i>Negotech</i> .	750	33	2015-12-31	1 st year \$.75/hr. 2 nd year \$.80/hr. 3 rd year \$.85/hr.
Ontario				
Fearmans Pork Inc. UFCW <i>Canadian Labour Reporter</i> , Nov. 17, 2014.	740	60	2019-03-31	1 st year \$.30/hr. 2 nd year \$.35/hr. 3 rd year \$.35/hr. 4 th year \$.40/hr. 5 th year \$.40/hr.

Wage Settlements in Alberta Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	546	150,712	2.51
	Public Sector	493	238,185	1.78
	All Settlements	1,039	388,897	2.06
2014	Private Sector	457	126,815	2.38
	Public Sector	361	179,487	1.81
	All Settlements	818	306,302	2.05
2015	Private Sector	247	47,045	2.44
	Public Sector	211	119,517	2.38
	All Settlements	458	166,562	2.4
2016	Private Sector	106	23,509	2.17
	Public Sector	59	76,405	2.91
	All Settlements	165	99,914	2.73
2017	Private Sector	36	12,195	1.88
	Public Sector	11	12,800	3.91
	All Settlements	47	24,995	2.92
2018*	Private Sector	11	1,358	2.85
	Public Sector	0		
	All Settlements	11	1,358	2.85



Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

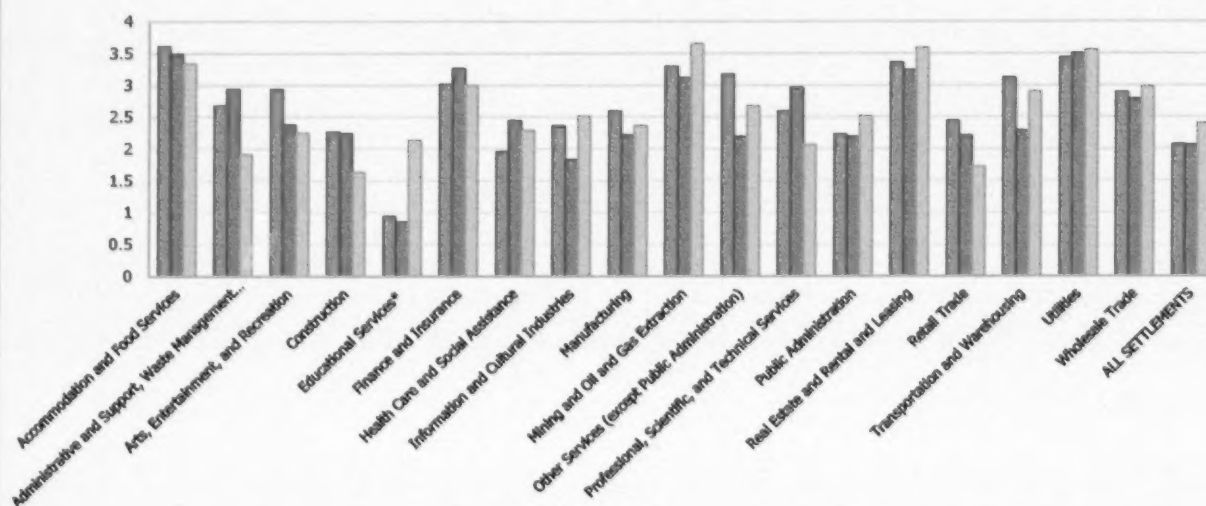
Wage Settlements in Alberta Weighted Average % Annual Change by Industry

Wage data reflects the average yearly % change taking effect in the indicated year.

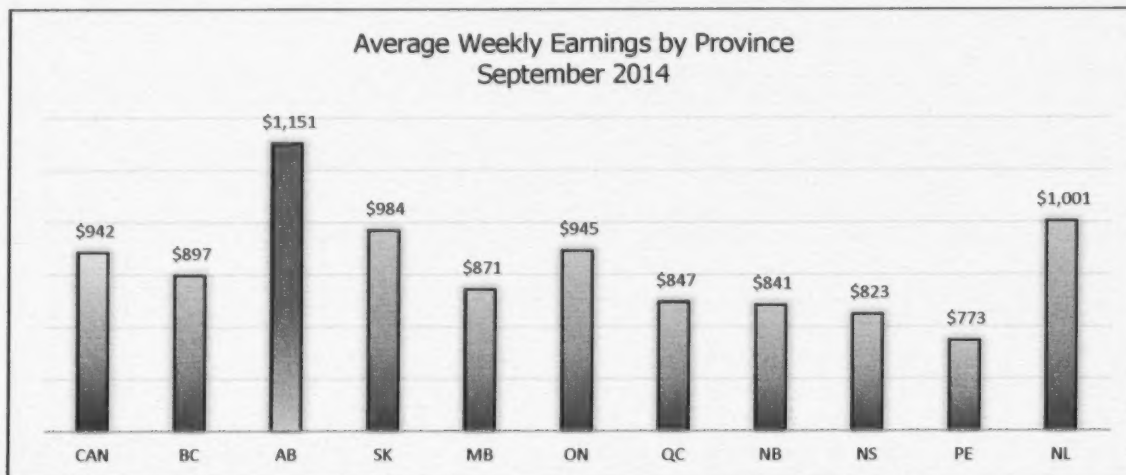
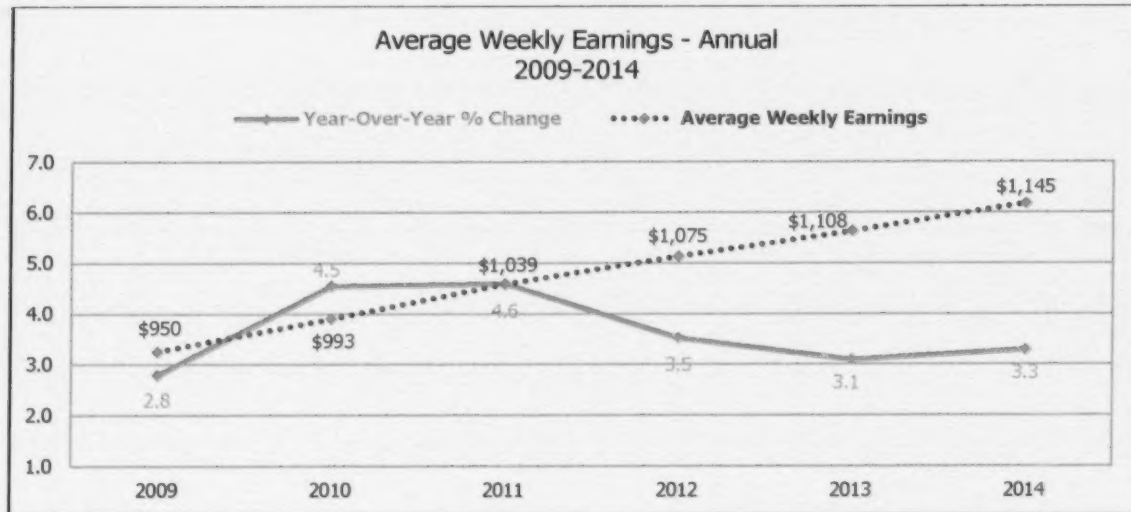
Industry Sector	2013			2014			2015			2016		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	3,475	3.01	25	3,736	3.48	22	3,236	3.34	8	2,265	3.22
Administrative & Support, Waste Management & Remediation Services	9	1,020	2.07	10	671	2.93	7	283	1.91	3	221	1.78
Arts, Entertainment, & Recreation	32	3,701	2.93	25	2,960	2.37	11	1,298	2.25	4	379	2.71
Construction	132	73,746	2.26	115	66,878	2.23	24	3,659	1.63	6	178	0.68
Educational Services	158	76,772	0.93	131	67,142	0.84	101	41,173	2.13	10	3,584	2.40
Finance & Insurance	4	2,100	3.01	1	55	3.25	1	55	3.00			
Health Care & Social Assistance	169	89,026	1.95	99	60,284	2.43	43	32,542	2.29	15	30,746	3.00
Information & Cultural Industries	19	2,069	2.35	17	1,677	1.82	6	1,262	2.51	1	750	3.50
Manufacturing	175	21,020	2.58	145	17,893	2.21	94	12,475	2.36	48	7,512	2.19
Mining & Oil & Gas Extraction	26	9,885	3.29	25	9,931	3.11	11	4,842	3.65	4	1,453	3.51
Other Services (except Public Administration)	34	1,521	3.17	25	1,249	2.19	14	767	2.67	6	140	2.61
Professional, Scientific, & Technical Services	8	1,933	2.58	5	1,678	2.95	3	78	2.06	3	78	2.13
Public Administration	108	54,081	2.22	87	39,948	2.19	44	36,535	2.51	22	34,656	2.74
Real Estate & Rental & Leasing	3	164	3.35	3	163	3.24	2	143	3.59	1	18	3.00
Retail Trade	22	24,834	2.43	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58
Transportation & Warehousing	51	9,334	3.11	42	6,609	2.28	30	5,566	2.90	14	3,757	3.30
Utilities	32	9,077	3.43	26	8,136	3.40	20	6,045	3.55	8	3,851	3.65
Wholesale Trade	27	5,130	2.88	22	5,036	2.78	19	4,887	2.97	9	1,582	2.26
All Settlements	1,039	390,897	2.06	818	306,302	2.05	458	166,562	2.40	165	99,914	2.73

Weighted Average % Annual Change

■ 2013 ■ 2014 ■ 2015



Average Weekly Earnings Alberta (AWEA)*



*To date preliminary figures. Graph data available upon request.

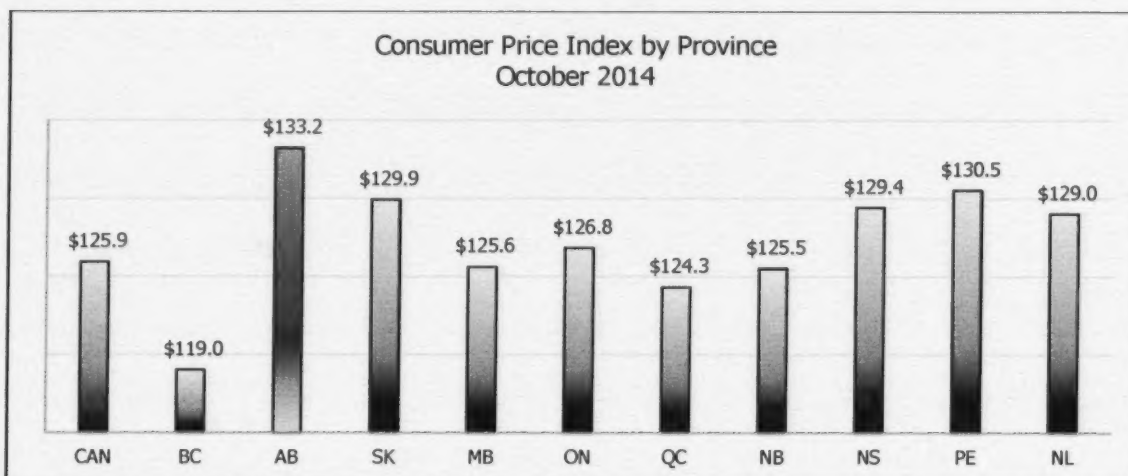
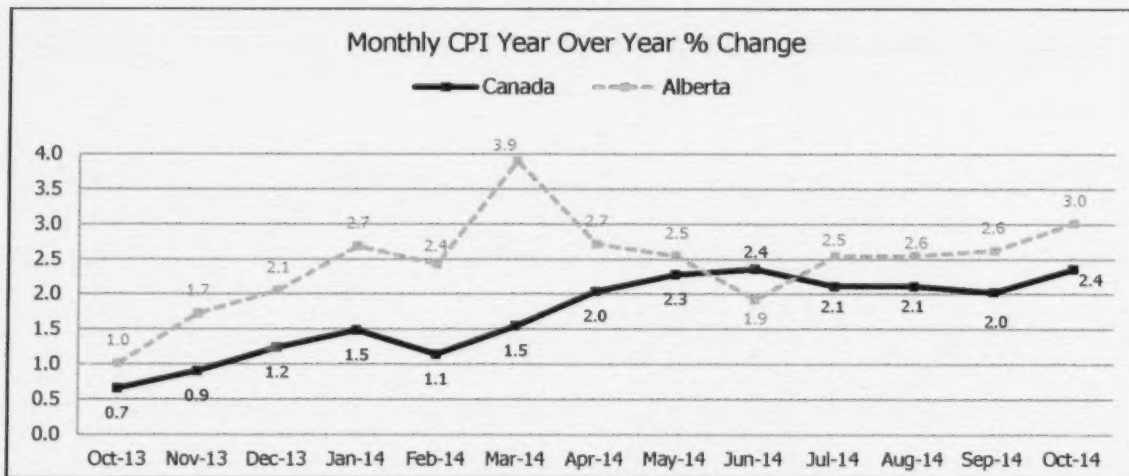
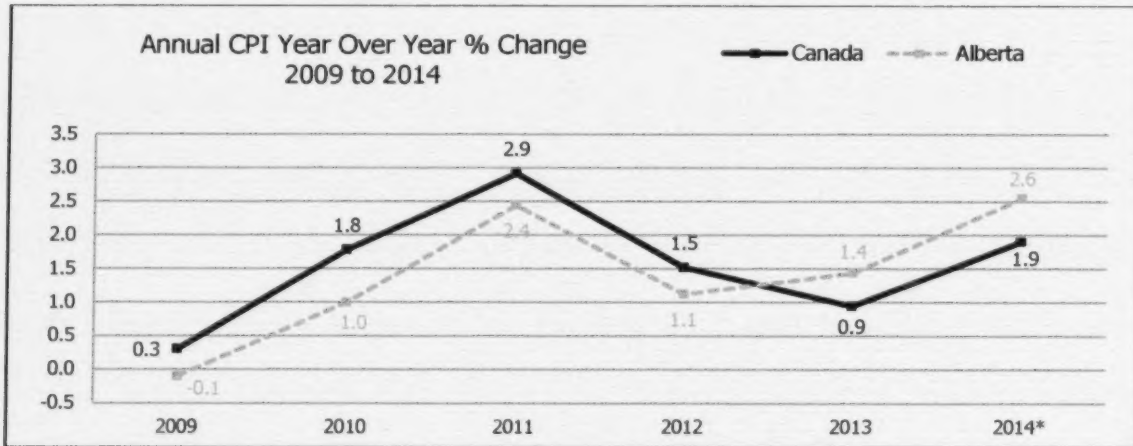
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

² Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

Bargaining Update - November 2014

Consumer Price Index (CPI), 2002=100



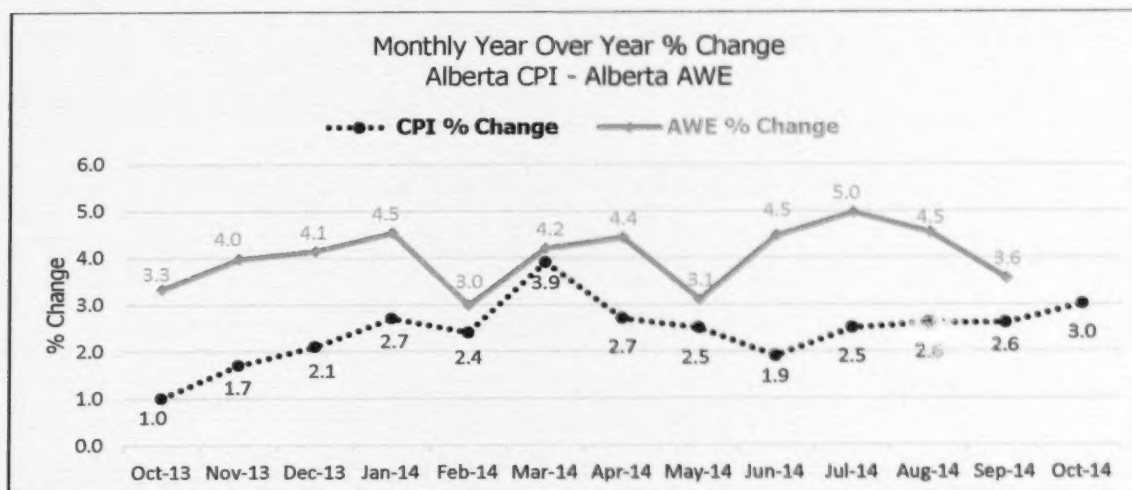
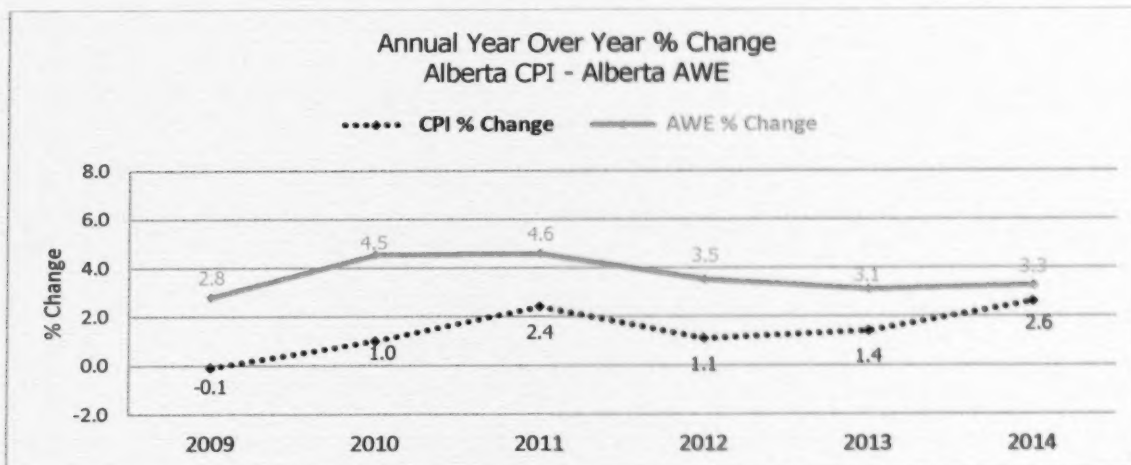
*Year to date - Graph data available upon request.

¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

² Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9
Aug 14	125.7	2.1	132.7	2.6	132.2	2.2	133.4	3.2
Sep 14	125.8	2.0	132.9	2.6	132.3	2.2	133.6	3.2
Oct 14	125.9	2.4	133.2	3.0	132.8	2.8	133.7	3.3

Average Weekly Earnings													
	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14
AWE \$	\$1,111.25	\$1,126.96	\$1,134.55	\$1,140.52	\$1,127.82	\$1,127.06	\$1,140.00	\$1,143.28	\$1,150.61	\$1,150.30	\$1,155.54	\$1,158.26	\$1,150.84
AWE %	2.52	3.33	3.97	4.14	4.53	2.98	4.20	4.43	3.11	4.47	4.97	4.54	3.56

*Year to date - Graph data available upon request.

¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

² Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA – Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW [Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP [Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators – International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

[Alberta Labour Relations Board \(ALRB\) - \(Active ALRB certificates\)](#)
[Alberta Chamber of Commerce](#)
[Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)
[Alberta Employment and Immigration Labour Market reports](#)
[Alberta Labour Force Statistics](#)
[Alberta Regional Labour Market News](#)
[Alberta Learning Information Service \(ALIS\)](#)
[City of Edmonton Economic Statistics](#)
[City of Calgary Economic Reports](#)
[Alberta Federation of Labour \(AFL\)](#)

Other Provinces' CBA and Mediation listings:

[Newfoundland/Labrador](#)
[Ontario](#)
[Manitoba](#) (various research resources)
[Saskatchewan Mediation](#)
[British Columbia CBA listing](#)
[British Columbia Bargaining Database](#)

Federal Organizations:

[Human Resource and Social Development Canada \(HRSDC\)](#)
[Canadian Labour Congress \(CLC\)](#)
[Negotech](#) (Federal CBA search page)
[Federal Public Service CBA listings](#)
[University of Toronto resources](#) (various labour relations resources)

International:

[United States Department of Labor Contracts Database](#)

Please note: These links are available online at <http://work.alberta.ca/labour/6484.html>